

# MTNL EXECUTIVES' ASSOCIATION

## CENTRAL HEAD QUARTERS, NEW DELHI

[Affiliated to National Confederation of Officers' Associations of Central Govt. PSUs (NCOA)]

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Ref. No.: MEA/CHQ/DM/ *Dev (HR)*

DATE: *29-07-13*

To

**Shri Sunil Kumar**

Director (HR), MTNL

Corporate Office New Delhi

**Subject:** Time bound functional promotion upto E7 in PSU hierarchy as assured in terms and conditions of absorption of officers in MTNL.

Sir

We would like to bring certain facts, and back ground of the carrier progression of executives in MTNL to your kind notice. At the very outset, we have to say that even after 13 years of absorption of officers from DOT to MTNL, and direct recruitment of officers by MTNL in different disciplines with professional qualification, functional promotions in MTNL are being given in DOT pattern according to which officers get one promotion after 20 years of service, so one can only get one or two promotions in whole service carrier. While in other PSUs and private sector, executives get promotion after every 2/3 years. This 20 years stagnation in one cadre brings demoralisation and frustration amongst the executives who are always required to work with full zeal and dedication to improve the overall performance of the company. We are facing stiff competition in telecom sector, so we require fully motivated and dedicated work force of executives to bring our company out of the deep crises in which it is.

Therefore, we need a fast and smooth carrier progression of executives in MTNL, which was envisaged and assured by MTNL management at the time of absorption/recruitment of executives. As per terms and conditions of absorptions-**"Promotions upto E7 will be on time bound basis between 4 to 6 years by personal upgradation of posts, and promotions above E7 will be subject to availability of posts and suitability of the officers"** (copy attached for your ready reference). As per terms and conditions, there was to be a single promotion policy for promotion from E1 to E9 as in most of the PSUs. But, In MTNL two promotion policies have been adopted, E1 to E5 and E5 to E9, this also divides executives in two categories, which is also not good for the company. When we are recruiting executives at E2 level with professional qualification of BTech/CA/MBA etc, than why entry of professionals at higher level, let these officers grow with experience to take higher responsibilities. No one who is recruited directly at higher level will be as useful as the officer who is recruited at E2 level and rise to take higher responsibilities after taking long experience in the



company. This aspect was discussed in length in 2002 in the meeting with Chairman Telecom Commission & Member (services) which was also attended by MTNL management and other DOT officers. In this meeting it was agreed that **"there will be no lateral entry above E2 level except in few cases at higher level that too in non technical areas"** (Copy of record of discussion is attached for your ready reference)

From above facts we conclude that things were rightly perceived in early days of absorption and direct recruitment of officers to meet the challenges in telecom sector, but with passing time, MTNL management settled with the old traditional functioning on DOT pattern. Not to say much, we at this stage humbly request your good self to gauge the present situation of the company and take bold HR decisions to bring paradigm shift in the HR policies to suit the present market conditions and to get the company turned around through our strength of human resource. We propose, suggest and demand following changes in promotion policy and recruitment rules of executives in MTNL.

1. **Implement time bound functional promotion by personal up gradation of posts as assured in terms and conditions of absorption.**
2. **Scrape recruitment rules at E3 and E5 level**
3. **Only one promotion policy upto E9**

We also request that a committee comprising management and Association representatives be constituted to look into these issues at the earliest so that issue of promotion policy can be resolved as early as possible.

**With warm regards**

Yours sincerely



**( V.K.Tomar)**

**Copy to:**

1. Shri A.K.Garg, CMD, MTNL for n/a pl
2. Shri P.K.Purwar, Director (Fin) for n/a pl
3. Shri Peeyush Agarwal, ED, Mumbai for n/a pl
4. Shri B.K.Mittal, ED, Delhi for n/a pl